



## Is it the end of the 9-5 employee?

The 9-5 working lifestyle isn't as common as it once was. Employees are being offered increasingly flexible hours, interchangeable working environments and alternative routes to success, but what exactly is changing? And what does that mean for the average employee?

### Commuting

The draining daily task of travelling for hours to get to the office is becoming a thing of the past. It is now much easier to work from home, or anywhere else in the world, thanks to the development and widespread use of portable technology. With video conferencing, shared screens, improved network access and file sharing there is no need for workers to congregate in the same place at the same time anymore. That being said, people need the quality social interaction that working with colleagues provides. We also have to question how productive employees can be when working in a domestic environment.

### 9-5

Another side effect of the betterment of technology is increasingly flexible work schedules. This is particularly beneficial when dealing with international clients in different time zones and fitting work around family life. However, according to a recent survey 44% of people check their work emails while on holiday as well as outside office hours, which begs the question: does work ever stop if it doesn't follow a set timetable?

### Work-life balance

If there is no set place of work and employees are effectively on call 24/7, the ability to maintain a good work-life balance will be impossible – but this may not be as problematic as it sounds. When it comes down to it our careers are a huge part of our lives and a significant contributor to our happiness and sense of fulfilment. Work is not a mere means to an end and so should merge seamlessly with the rest of our lives, although the ability to control workflow and to break away when needed should be retained. We must avoid the risk of the working life overtaking all other aspects of life.

### Work to live

Further to the diminishment of the work-life balance, we are also breaking away from working simply for financial gain. With better education and access to opportunities online, more people are taking control of their career paths and directing it towards industries that interest them. The only downside to this is competitiveness and an increase in demand for qualifications and work experience.

## Career for life

Remaining in the same company throughout the entirety of one's career is not as commonplace as it once was. Whether it's due to a weakening in company loyalty, a weakening in the economy or increased access to better opportunities, freelancing and contractual work is on the rise. Job hopping is also more acceptable but job security has been affected as a result, as has the ability to work one's way up through a business. Companies are less likely to invest in their employees through fear of them moving on.

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